

State Training Advisory Council FY 06 Year-End Report

Prepared By: Karen L. Distler, STAC Chair

For State of Missouri Agency Directors

FY 06 Leadership

Karen Distler, Chair
Department of Revenue

Beverly Struemph, Policy Committee Lead
Department of Social Services

Pat Smith, Co-Chair
Department of Natural Resources

Sheila Barnett, Training Trends & Initiatives Committee Lead
Department of Transportation

Joe Seiling, former Co-Chair
Missouri National Guard

Barb Wilson, Curriculum Development Committee Lead
Department of Natural Resources-State Parks

Allan Forbis, STAC Liaison
Office of Administration

Darlene Robinett, Communications Committee
Department of Revenue

Mission of STAC

Created under Executive Order 81-24, the Missouri State Training Advisory Council (STAC) was established in 1981 as a collaborative endeavor by representatives of the executive, judicial and legislative branches of government as well as liaisons involved in the training arena to achieve proficient work skills, high productivity, career growth and efficient management in Missouri state government by supporting the training of state employees. STAC offers advice, counsel, and assistance on decisions affecting management and supervisory training, is committed to the sharing of best practices, and provides input on training policy decisions.

Strategy

In order to achieve this mission, STAC began the year by developing five working committees dedicated to our goals: Oversight, Communications and Membership, Curriculum Development, Training Trends and Initiatives, and Policy.

Year's Highlights-by Committee

The Policy Committee is reviewing the state's Management Training Rule. Members of STAC provided their agency's feedback on the rule for the committee's consideration. A survey has been developed regarding agencies' training programs and how they fit the competencies listed in the rule. The committee has also worked with the Office of Administration in making recommendations on the yearly Management Training Rule reporting format to better reflect agencies' training achievements.

The Training Trends and Initiatives Committee has worked to examine “hot topics” in both the private and public sectors with the intent of making state agencies aware of current training trends. The committee’s goal is to present research on one of these topics to STAC members each quarter. Recently, agencies were invited to an overview of “NIMS,” the National Incident Management System presented by FEMA. Cindy Bassett (Secretary of State’s Office) presented strategies on using the State Library for researching and building training curricula. Jane Roesti (Conservation) presented on the use of music in training; and Barb Wilson (Natural Resources) presented on learning management strategies developed by “train-the-trainer” guru Bob Pike. The committee is also exploring training offered by the Commission on Human Rights. Future STAC presentations and information sharing will address topics such as the Family Medical Leave Act (FMLA), Workplace Bullying, Knowledge Management, Succession Planning, and Strategic Planning.

The Curriculum Development Committee addressed their goal of implementing and facilitating initiatives for leadership and development for state employees by presenting an overview of *The 7 Habits of Highly Effective People* to STAC members. The committee is working to educate state agency trainers in this curriculum and hopes that some agencies may be able to certify their staff in order to implement this training with their employees.

The Communications Committee began the year with construction on the STAC Web site. Some much needed information was added including links to agency’s training calendars, training resources, meeting minutes, and additional information on the state’s Management Training Rule. The Committee also accomplished the creation of a new STAC Listserv to foster communications. The creation of a new STAC logo rounded out their year’s work.

The Oversight Committee began the year by focusing on adding more structure to the STAC organization by proposing the development of committees to share the workload. The structure has proven successful in moving the work of STAC forward this year. The committee also proposed the addition of partnership agencies involved in training such as the Missouri Bar Association, MOTECH, and the Office of Administration’s IT group. The Central Missouri Chapter of the American Society for Training and Development was invited to speak to STAC in order to promote a working relationship with the group. The committee contacted agencies that were represented on the STAC roster but were not in attendance at meetings. Additionally, in a joint effort with the Communications Committee and the Office of Administration, letters of invitation were created to fill agency vacancies on the council. The letters will arrive during July. The Strategic Plan was restructured to reflect committee work designed to meet each goal and objective of STAC. In addition, the 1999 State Training Policy was revised to clarify and create additional organizational by-laws, including a plan for chair succession involving all agencies and the identification of primary voting members. The new training policy will be adopted in July. A copy will then be forwarded to all agency directors and STAC members. The committee also created working documents such as a Proposed Recommendation Form, Commitment to Serve Form, and New Members Packets. Additional databases, forms and reports were created for internal reporting, such as attendance tracking. The Oversight Committee also led the initiative to explore Learning Management Systems provided by state-selected, potential “SAM II Upgrade” vendors. Each vendor presented their software package to

STAC in order for the council to gain insight into these systems and their potential affect on the training environment.

Parting Words from the FY 06 Chair

Membership on STAC benefits all agencies, and thus it is imperative for all agencies to participate, no matter how big or small. I want to encourage all agency directors and government branches to make participation in STAC a priority in FY 07--that is, direct participation, by having agency representation at all meetings. The training of state employees is essential to the succession of leadership in state government. With the onset of baby-boomer retirement, developing leadership potential is a growing concern among agencies. By sharing our resources through STAC, we can develop a stronger knowledge base in the state's workforce. Greater knowledge enables us to work smarter to achieve a higher level of productivity and efficient management that ultimately benefits the citizens of Missouri.

Much work has been accomplished this year on STAC. I want to congratulate all the members who not only worked at their full-time jobs, but also worked to reach STAC goals! I am confident that the council will continue to move forward in its efforts.

For more information on STAC, go to www.stac.mo.gov.